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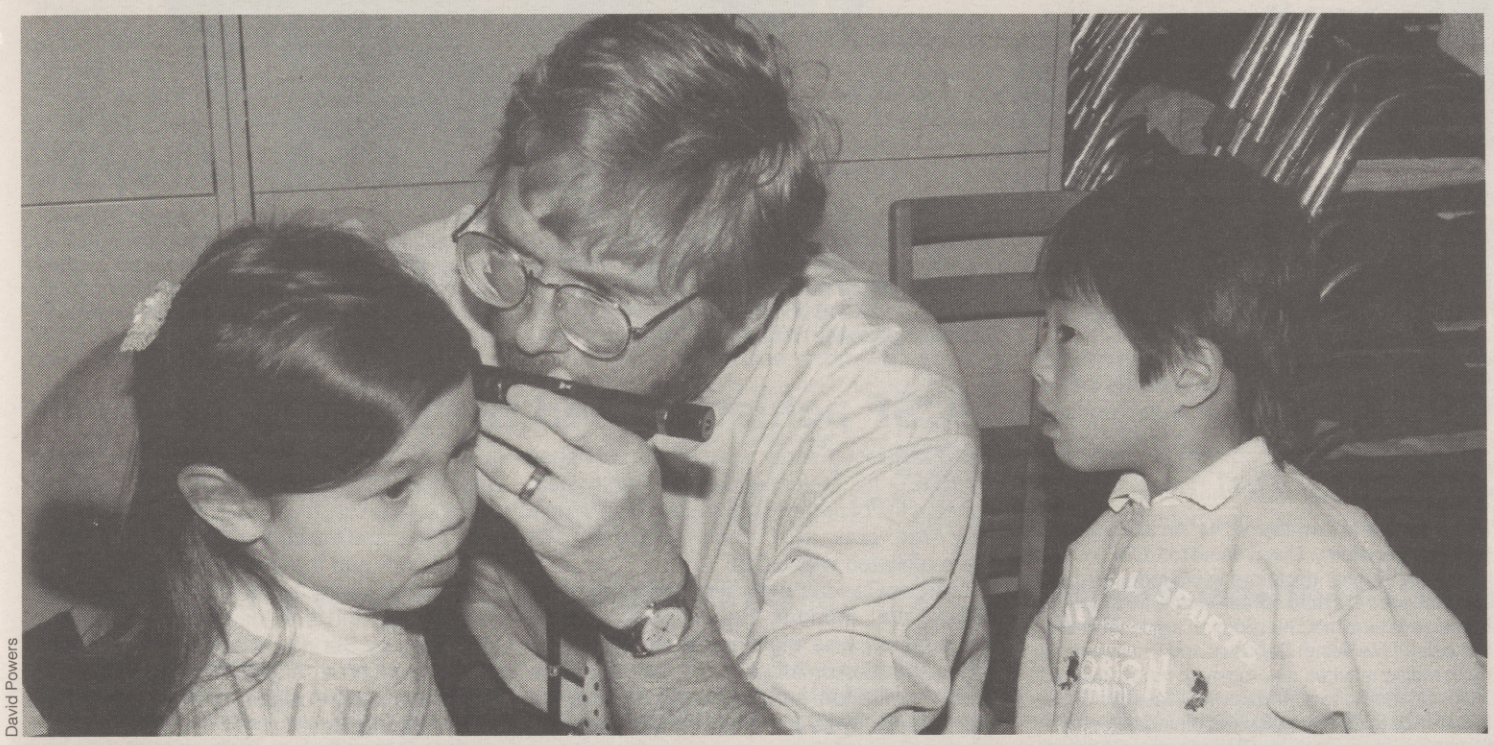
UCSF Newsbreak

New study identifies kids at risk

Children sensitive to stress get sick more often

By CORINNA KAARLELA



David Powers

As part of the study, Tom Boyce examined children at the Marilyn Reed Lucia Child Care Study Center.

Most children deal with life's ups and downs with no serious problems, but certain youngsters have a biologic sensitivity to stress that causes them to be sick more often than their peers, as revealed in a new report by UCSF researchers.

This is the first study that identifies a specific subset of children vulnerable to the health-altering effects of stress, says W. Thomas Boyce, lead author of the report and director of the Division of Behavioral and Developmental Pediatrics. "Previous research has shown that psychological stress is not the same for all children, but we haven't had any clear markers that identified the ones at risk."

Boyce's research, which is reported in the September/October issue of Psychosomatic Medicine, is particularly timely with October being Child Health Month. He hopes that in the future, teachers, including those in day care, will be able to use the study's information to help stress-prone children deal with their anxieties before they lead to more serious health problems.

In the study, children were tested for physical responses to psychological stress, such as increases in heart rate and blood pressure or a decrease in immune function.

Ongoing work by several research groups suggests that these physical changes, as well as others, undermine the body's resistance to disease, Boyce says.

The researchers studied 236 children, ages three to five, enrolled in preschool or kindergarten in the Bay Area, looking at the relationship of three factors for each child: exposure to stressful events at home or school, biologic response to stress, and frequency of colds and respiratory infections.

"The good news is that factors in the school or home environment appear to play a major role in determining illness in these biologically sensitive kids, and these are things we can often change and control," Boyce says.

Boyce and colleagues found that the highest incidence of illness occurred in youngsters in the biologically sensitive group who experienced high levels of environmental stress. The study also showed something surprising: youngsters in the sensitive group had the lowest rate of illness — among all study participants — when there was low stress in the home environment.

"This tells us that there are both liabilities and assets involved in some children's sensitivity to stress. In some settings, they are sicker than their peers, while in others they are healthier," he says.

In addition, the study results showed that children who had low biologic sensitivity to stress got sick at about the same rate whether they were in a low- or high-stress setting.

The UCSF research was comprised of two groups of children that were about evenly divided between girls and boys and had a comparable mix of ethnic diversity and socioeconomic status.

The factors evaluated for each group differed, but both produced results that were remarkably similar, Boyce says.

One group involved 137 preschoolers from the UCSF Marilyn Reed Lucia Child Care Study Center, UC Berkeley's Harold Jones Child Study Center, and Pacific Primary and Magic Years schools in San Francisco.

Boyce says that gathering research for the study was a straightforward process that brought him down to the children's level — literally — often in one of the child's miniature chairs. The tactic was to make the children feel comfortable with the equipment and the task.

Biologic response to stress in this group was evaluated through heart rate and blood

(See **STRESS** *on page 2)*

David Powers

Y.W. Kan

Horten Award goes to Y.W. Kan

UCSF geneticist and hematologist Yuet Wai Kan will receive the Helmut Horten Research Award during ceremonies on September 29 in Zurich, Switzerland. One of Europe's largest research prizes, the award is given in recognition of "outstanding performance in the fields of biology and/or medicine which directly promote human health." Kan was recognized for his research on the blood disease thalassemia, which is prevalent in the Mediterranean area and in Southeast Asia, and for his contributions to the use of molecular biology in the genetic analysis of human diseases.

Kan shared the prize, valued at 1 million Swiss francs (about $560,000), with two other researchers: Stuart H. Orkin of Harvard and Sir David J. Weatherall of Oxford, also renowned hematologists and geneticists who

(See **KAN** *on page 2)*

Speakers rally to defend diversity

By LISA CISNEROS

UC Regents may have voted over the summer to largely end affirmative action on the nine-campus system, but the controversial issue remains on the minds of many.

Last week speakers at two pro-affirmative action forums at UCSF rallied faculty, staff and students to defend diversity by devising new ways to accomplish it. Others called for cooperation to defeat the Civil Rights Initiative, a state measure proposed for the November ballot that would abolish affirmative action programs.

"We have a responsibility, each and every one of us, to be standing up for what we believe in and doing the right thing," said Haile Debas, dean of the School of Medicine, who spoke at a Sept. 12 forum. "Standing up to be counted has become more important than it was before. The challenge for us is not to feel beaten, but to redouble our efforts to do what we must do."

Loretta Maddux, a member of the UCSF Staff Council, says discrimination still exists. "Racist, sexist and homophobic people actively abuse diverse people — hate crimes are rising in this state."

And at a meeting of the UC Board of Regents at Laurel Heights Sept. 14, pro-affirmative action protesters denounced the decision to curtail affirmative action and disrupted the session three times. That scene was reminiscent of the July 20 meeting when the Regents voted to discontinue taking race and gender into account in admissions, hiring

(See **AFFIRMATIVE ACTION** *on page 6)*

UCSF graduate programs receive top rankings in national survey

By BILL GORDON

Six programs in UCSF's Graduate Division, which administers doctoral, master's and postdoctoral training programs in the basic sciences, were ranked among the nation's best research-doctorate programs in a study just released by the National Research Council.

UCSF's program in biochemistry and molecular biology was ranked first among all similar programs in the country.

Other UCSF programs receiving top rankings were those in genetics, which placed second in the study; cellular biology, which placed third; neurosciences, which placed fourth; physiology, which placed fifth; and biomedical engineering, which placed seventh.

"The teaching of basic scientists at UCSF has undergone profound change in recent years, thanks to the Program in Biological Sciences and the emerging Biomedical Sciences Graduate Program. The survey results demonstrate the success of these programs," says Dorothy F. Bainton, vice chancellor-academic affairs. UCSF offers graduate students the opportunity to study key problems in the basic biomedical sciences with the help of internationally renowned faculty.

UCSF's graduate programs in biochemistry and molecular biology, genetics, cell biology, developmental biology, and neurosciences all are members of the Program in Biological Sciences.

Ira Herskowitz, professor, former chair of biochemistry and head of the genetics program, said the study confirms what faculty members and students already knew about the excellence of UCSF's programs.

"We are pleased to get this recognition, but the rankings that mean the most to us are made by the graduate students themselves. They choose to come here rather than go to other top graduate programs," Herskowitz says.

Study on clinical medicine research

In another study, UCSF ranked fourth among university producers of clinical medicine research in terms of papers produced and fifth in citation impact, according to the latest count by the Institute for Scientific Information. The biggest producer of papers in clinical medicine journals in the time period covered — 1990 to 1994 — was Harvard, while Stanford was the heavyweight for packing the greatest per-paper punch.

Allen J. Balderson

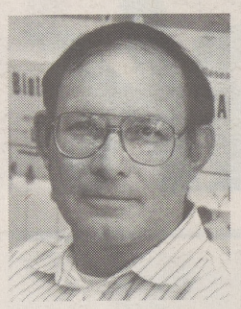
After successfully halting the Sept. 14 Regents meeting, pro-affirmative action protesters vote on whether or not to leave the Laurel Heights buildings.

Gazette

Appointments

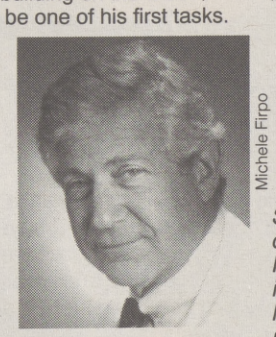
Vargervik

Karin Vargervik: Appointed chair, growth and development, School of Dentistry. Vargervik, who came to UCSF in 1969 and served as interim dean of the School last year, has served as the director of the Center for Craniofacial Anomalies since 1987 and will continue to lead the craniofacial team. Her research focuses on bone formation and remodeling and on clinical management protocols for craniofacial anomalies. As chair, Vargervik plans to strengthen the clinical teaching and research programs in orthodontics and pediatric dentistry and to develop closer ties between medical and dental speciality areas, particularly in pediatric disciplines.



Gray

Joe W. Gray: Appointed interim director, UCSF Cancer Center. A professor of laboratory medicine and radiation oncology, Gray will oversee the development of the clinical and research programs for the Cancer Center as well as its scientific and administrative infrastructure. Establishing the program for the soon-to-be-completed research building on the UCSF/Mount Zion campus will be one of his first tasks.

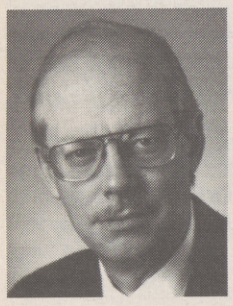


Michele Firpo

Glassberg

Alan Glassberg: A clinical professor of medicine, Glassberg has been appointed interim director of the Clinical Cancer Center at UCSF/Mount Zion. Glassberg will direct the ongoing clinical cancer programs at UCSF/Mount Zion and, with Joe Gray (see above), further develop the scope of clinical care to cancer patients in Northern California.

Honors & Awards



Clark

Orlo H. Clark, surgery: President, International Association of Endocrine Surgeons; president-elect, Naffziger Society; immediate past president, American Association of Endocrine Surgeons.

Alma Sisco-Smith, Sexual Harrassment Prevention & Resolution Program: Board of directors, California Pharmacists Association Educational Foundation; president, board of directors, Landberg Center for Health & Ministry.

Carol Kummer, University Publications, Public Affairs: Silver Medal, Council for Advancement & Support of Education.

Ken A. Dill, pharmaceutical chemistry: National Lecturer, Biophysical Society meeting; C.B. Anfinsen Lecturer, Johns Hopkins University Protein Folding meeting.

Kummer

In Memoriam

Maria Teresa Maino-Dixon, 44: An assistant professor, anatomy, Dixon came to UCSF in 1984 after receiving her doctorate in anatomy from Indiana University School of Medicine. She taught human anatomy and histology to students in the Schools of Medicine, Dentistry and Pharmacy. An outstanding teacher, she received many awards, including the School of Medicine Class of 1995 Excellence in Teaching Award. Memorial donations may be made to the Department of Anatomy, UCSF, San Francisco, CA 94143-0452.

Mary C. Connolly, 53: A member of the campus for 30 years, Connolly was administrative assistant to the chair of the deparment of radiology for the last 10 years, before which she worked in the School of Medicine Dean's office for 20 years under Julius Krevans. Her professionalism, dedication and sense of humor made her indispensible to the faculty, staff and students who worked with her. Memorial donations may be made to the UCSF Foundation in Memory of Mary C. Connolly, c/o UCSF Department of Radiology, San Francisco, CA 94143-0628.

Contracts & Grants

Information on contracts and grants is made available to this paper through individual departments, researchers or the funding agency.

Francis C. Szoka Jr., pharmacy, & **Carol B. Basbaum,** anatomy & CVRI: Received $160,000 from the UC Systemwide Biotechnology Research and Education Program.

Christopher C. Benz, Cancer Research Center: Received $105,000 from the Susan G. Komen Breast Cancer Foundation to support a postdoctoral position in his lab.

Michael M. Merzenich, otolaryngology: Received $180,000 from the Charles A. Dana Foundation to augment the Foundation's current support of UCSF's participation in the Dana Consortium on Language-Based Learning Disabilties, specifically the development of computer-assisted learning tools and the completion of a model "sound processor" for children too young to use computers.

Steven G. Kramer, ophthalmology: Received $100,000 from Research to Prevent Blindness to support research into the causes, treatment and prevention of blinding diseases.

Jeanne Kemppainen, fourth-year student, mental health, community & administrative nursing: Received $26,000 from National Institutes of Health for "Developing a Measure of Patients' Responses to Nurses."

Cheryl Reilly, fourth-year student, mental health, community & administrative nursing: Received $21,113 from Agency for Health Care Policy & Research for "The Impact of Trending HIV Symptoms on Patient Outcomes."

Three faculty members named fellows of the American Academy of Nursing

Michele Firpo

Suzanne Henry, Barbara Drew and Patricia L. Jackson, left to right, have been named fellows of the American Academy of Nursing (AAN). Drew is assistant professor, physiological nursing; Henry is assistant professor, mental health, community and administrative nursing; and Jackson is associate clinical professor, family health care nursing. The AAN , an organization of nursing leaders operating under the aegis of the American Nursing Association, is committed to the exploration of policy issues in health care.

UCSF achievers part of "Brain Trust"

San Francisco Focus, a magazine published by KQED for their members, recently published a list of people they believe make up a Bay Area "brain trust" and seven of the 101 were affiliated with UCSF.

Marcus Conant, clinical professor, dermatology, and founder, San Francisco AIDS Foundation, was highlighted for fighting to focus attention on AIDS, and eventually treatment, education and research, despite the nation's paralysis in the face of the epidemic.

Meyer Friedman, former clinical faculty member, UCSF/Mount Zion, was noted for his explanation of Type-A and Type-B personalities and the connection between Type-A behavior and the risk of heart attack.

David Hwang, assistant professor, ophthalmology, and director, Cornea and Refractive Surgery Service, made it into the article for his work on a gene cloning technique that may help people regain their vision without cornea transplants.

Robert Markison, associate clinical professor, surgery, and co-founder, Health Program for Performing Artists, was named not only for his skill as a hand surgeon, but also for his work as an inventor, musician and tailor.

Dean Ornish was recognized for developing a program to fight heart disease that includes yoga, walking, support groups and an ultra-low-fat diet. He is assistant clinical professor, medicine, and president and director, Preventive Medicine Research Institute.

Paul Volberding's commitment to and success with treating HIV earned him a place in the article. He is professor, medicine, chief, medical oncology, and director, AIDS Programs, SFGH.

Charles B. Wilson, director, tertiary care, professor, neurosurgery, and director, Brain Tumor Research Center, was called by the magazine, "the most influential person in his field" because of his skill with treating malignant brain tumors. He also was noted for his interest in the state of patient care.

Private Support

UCSF is pleased to acknowledge the following individuals, corporations and foundations for grants/pledges/gifts of $25,000 or more received from August 1-August 31, 1995. These gifts/grants/pledges have arrived in the final phase of UCSF's Strength to Strength fundraising campaign.

$100,000 - $500,000

Helene Fuld Health Trust
Howard Hughes Medical Institute
International Human Frontier Science Program
James S. McDonnell Foundation
Montgomery Street Foundation
Pfizer, Inc.
Ms. Alice Smith
That Man May See
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$25,000 - $99,999

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Will Rogers Memorial Fund
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Kan *(from page 1)*

have devoted much of their research to thalassemia.

In 1975, Kan discovered that alpha thalassemia, one form of the blood disease, was caused by the absence of part of the gene that makes hemoglobin. It was the first time that the deletion of a gene was identified as causing human disease. Kan applied this discovery to developing a DNA test that was used successfully in 1976 to diagnose alpha thalassemia in an unborn fetus. This technology is the basis today for widely used prenatal tests for a variety of diseases.

Four years later, Kan and his colleagues identified a "nonsense" mutation responsible for a particularly severe form of beta thalassemia that is common in Sardinia and other regions of the Mediterranean. This led to developing a prenatal test for this form of the disease and a dramatic reduction in its incidence.

Kan is the Louis K. Diamond Professor of Hematology, professor of laboratory medicine and a Howard Hughes Medical Institute investigator.

The Helmut Horton prizes are awarded every two years in memory of the founder of a German department store chain who died in 1987. Today the foundation is one of the most important non-profit foundations in Switzerland with assets of more than 60 million Swiss francs.

The 1993 award went to UCSF's Herbert Boyer and Stanford's Stanley Cohen.

Stress *(from page 1)*

pressure measurements during normal activity and during assigned tasks, such as completing a puzzle or telling a story.

Environmental stress in this group was measured in the preschool setting. Questionnaires from teachers provided information about a child's experience during the day with events that often are upsetting, such as "exclusion by peers" or "change in drop-off or pick-up routine."

The second group involved 99 children who were entering kindergarten at various Bay Area schools. Biologic stress response was measured through changes in levels of immune cells (CD4, CD8, and CD19 lymphocytes) in blood samples. Samples were taken one week before enrolling in kindergarten and one week after school had started.

In this group, environmental stress was evaluated in both the school and home setting. School stressors included adjustment to the school routine and adaptation to the new environment. Home stressors were measured through a questionnaire to parents that covered such items as divorce, death of a loved one, or birth of a sibling.

Co-investigators with Boyce were Margaret Chesney, epidemiology and biostatistics; Jeanne M. Tschann and Frances Cohen, psychiatry; Abbey Alkon, Sally Adams, Beth Chesterman, Pamela Kaiser, and Diane Wara, pediatrics; and Susan Folkman, medicine.

The study was supported by grants from the National Institute of Child Health and Human Development and the William T. Grant Foundation.

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Deadline for the next issue, which will cover October 7-20, will be on **Tuesday, September 26, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163 or allen_balderson@quickmail.ucsf.edu), Medical Center news to Lisa Cisneros (476-3256 or lisa_cisneros@quickmail.ucsf.edu), and calendar and gazette items to Michele Firpo (476-3257 or michele_firpo@quickmail.ucsf.edu), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If at any time, you feel you have a need to view this communication in an alternate format, please contact Allen Balderson at 476-3163 with your suggestions.

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Personal perspectives on the women's world summit in China

By ALLEN J. BALDERSON

Showing strength and solidarity, nearly 26,000 people, mostly women, attended the Non-governmental Organizations (NGO) forum for 10 days in mid-September. A virtual bonanza of international networking, the forum was an adjunct to the UN Fourth World Conference on Women, which opened a week later. Held in Huairou, a town 35 miles outside Beijing, China, the forum attracted 6,000 US participants, among them a few UCSF women, including Amy Levine and Lucinda Ramberg, both of the Women's Resource Center (WRC).

Levine, who directs the WRC, and Ramberg, coordinator, Rape Prevention Education Program, say they were exhilarated by the experience of being at an international gathering of women who have dedicated their lives to the well-being of other women and learning what life is like for women in other countries.

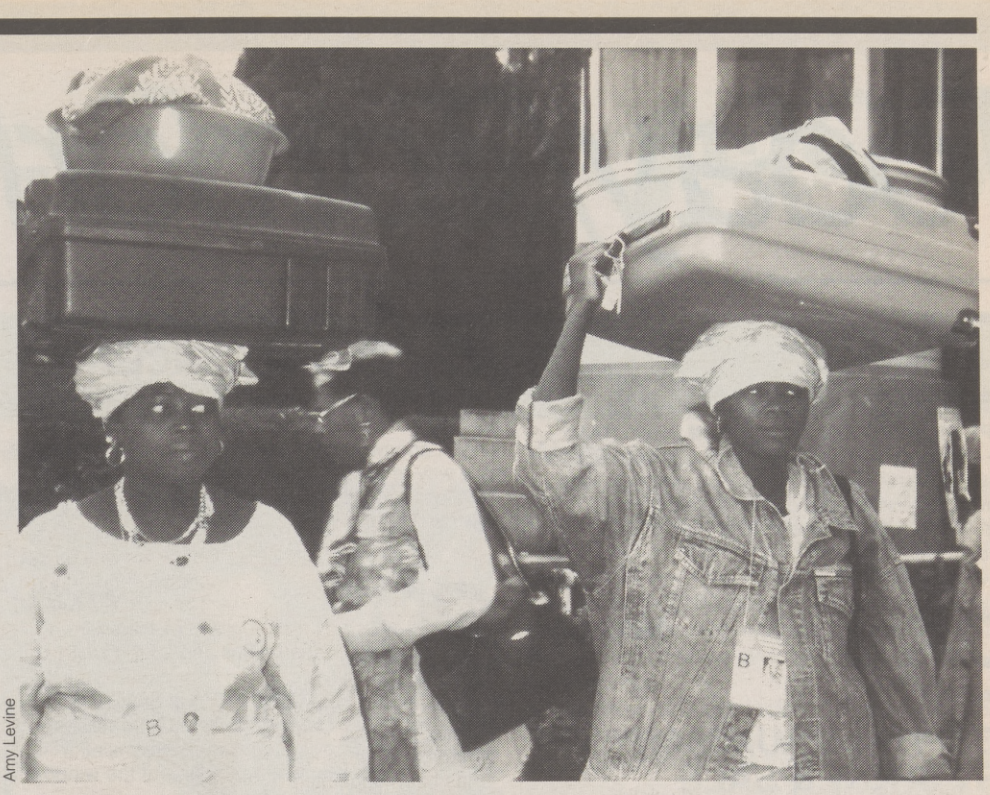
The two spent their days attending a host of conferences on subjects ranging from women in war-torn countries and lesbian rights as human rights, to Swedish academia and the rights of women in Iran; from Jewish/Asian unity and trafficking women across borders, to women and religion and spirituality. "There were myriad workshops to choose from, over 300 each day," explains Levine. "The conference booklet was similar in size to a small-town telephone book."

One of the more powerful seminars at the NGO forum was on genital mutilation, where participants learned that about two million women worldwide, mainly in African and Islamic countries, are subjected to some form of mutilation every year. "There were several activities focusing on violence against women," says Ramberg. "Having worked on this issue for 10 years, it was disheartening to gain such a global picture of the way violence against women is devastating women's lives all over the world. But, it was inspiring to see how creatively many women are responding to this challenge with different kinds of programs, resistance movements and organizations."

Demonstrations occurred daily at the forum — lesbians marching for gay rights, Muslim women protesting homosexuality, women marching for their individual rights in their own countries. Lamberg was involved in two demonstrations — the lesbian rights march, where up to 60 countries were represented, and one on behalf of Tibetan women in exile. The Tibetan women's demonstration centered around nine women from Tibet who live in exile in other parts of the world, and who are trying to educate people about the Chinese occupation of Tibet and its effects on women, namely sterilization abuse.

Many US news reports seemed to focus on Huairou's muggy weather, poor conditions for the attendees, and harassment by Chinese officials. "The media picked up on some of the negative aspects of the conference and exaggerated them," says Levine. "Yes there was rain and mud, and yes, there was surveillance by Chinese authorities. However, none of these factors overshadowed the significance of the gathering."

In the end, as the women said their goodbyes, they reflected on their accomplishments, their frustrations, and looked forward to another gathering. "After a conference such as this you can't help but gain a global perspective of women's issues," says Levine. "Living in the US, we sometimes feel as though we are the center of the universe. We're not. And women are not alone in their struggles."



Amy Levine

After the NGO conference, two African women prepare to return home.

Presentations on China's forums

♦ On Thursday, Oct. 5, Leni Marin of the Battered Immigrant Women's Rights Project, and Krishanti Dharmaraj of Amnesty International's Women's Rights as Human Rights Campaign, will discuss "Violence Against Women and Children" in Rm. N 217 from noon to 1 p.m.

♦ Levine and Ramberg will present a slide show on Tuesday, Oct. 10, from noon to 1 p.m. in Toland Hall, where they will give an overview of the NGO conference and discuss global issues affecting women.

♦ Ramberg will join attorney Shannon Minter of the National Center for Lesbian Rights to discuss "Lesbian Rights as Human Rights" on Thursday, Oct. 19, from noon to 1 p.m. in Rm. N 217. For further information on the two presentations, call 476-5222.

Meeting the needs of managed care — New project trains primary care physicians

By ALLEN J. BALDERSON

Most health care experts agree that at least half of today's doctors should be generalist physicians. However, over the past two decades, the nation's total supply of general internists, pediatricians and family practitioners has dwindled to about 30 percent of the physician workforce.

Over the last few years, UC has made a concerted effort to push primary care while reforming medical education. The Office of the President has projected that the University will have more than 50 percent of its total medical resident positions in primary care by 1997 and nearly 55 percent by the year 2001. But, given that as of today only 32 percent of UCSF trainees go on to be generalists after completing their residency training, UC may fall short of its long-term goal.

To further help UC achieve its goal — indeed, America's goal — the Department of Health and Human Services has awarded $300,000 for three years to Molly Cooke, professor of clinical medicine. The award is part of $1.5 million given in April to five medical schools across the country, including UCSF.

This innovative project consolidates four preclinical courses into one clinical experience. "The centerpiece is a 135-hour clinical preceptorship for first- and second-year students," says Cooke. "The preceptors are a cadre of dedicated, skilled general internists, primary care pediatricians, family medicine physicians — all community doctors in a variety of different settings." Faculty and staff involved with the project are visiting each of the preceptors where they can do problem-solving and collaboration on-site.

Cooke

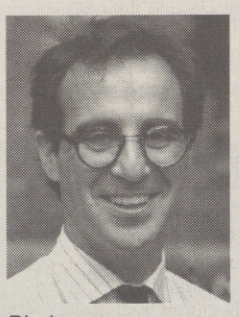
A collaboration between basic and behavioral sciences, the project integrates a variety of first-year teaching efforts that deal with fundamental skills and the knowledge base of generalists. Medical students are learning about the American health care system in a different way that makes the connection to generalism more explicit. "It all has been restructured — problem-solving, the use of medical information, the basics of health policy, and understanding of services available for patients in the community," says Cooke. A new curriculum on disease prevention and health promotion will be developed for all second-year students, which includes a number of new topics, from age- and sex-appropriate screening tests to counseling techniques.

In addition to the clinical preceptorship, this new curriculum encourages the development of diagnostic and management skills critical to all clinicians. In a seminar format that will ultimately comprise more than 80 hours of the second-year schedule, students will work with "paper cases" presenting outpatients of all ages. They will be exposed to the kinds of problems that people see their primary care doctor for, explains Cooke. The students will consult with faculty preceptors to generate a diagnosis on their own, and then explore their ideas in small group sessions.

Co-directors of the project are Helen Loeser, pediatrics; William B. Shore, family & community medicine; and Ellen Hughes, general internal medicine.

Bindman to discuss preventable hospitalizations as Wellness Lecturer

Patients with chronic illnesses who say that they can get primary care when they need it are less likely to wind up in the hospital, according to a study led by UCSF researcher Andrew Bindman, assistant professor of medicine and epidemiology at SFGH.



Bindman

Bindman will discuss some of his findings as one of six UC Distinguished Wellness Lecturers for 1995. His lecture, entitled "Health Care Quality Report Cards: Are they Accurate and Useful?" is scheduled for Thurs., Oct. 12, at 8 a.m. in Toland Hall as part of Medical Grand Rounds.

In the study, Bindman and colleagues examined data for all California patients hospitalized in 1990 for five medical conditions that can be treated effectively with outpatient care: asthma, diabetes, high blood pressure, emphysema and congestive heart failure. The study appeared in the July 26 issue of the Journal of the American Medical Association.

The Wellness Lecture series is sponsored by the California Wellness Foundation and the UC Wellness Lectures Program. The series of talks at various UC campuses deal with issues of improving the health of Californians through wellness efforts. Bindman was the only UCSF faculty member selected to take part in the program.

Allen J. Balderson

Out of the centers and into the sun

Recreational therapy intern Vilarmina Paje (left) and Clarence "Daddy-O" Smith joined in the fun at the second annual picnic at Coyote Point hosted by the Mount Zion Institute on Aging's (IOA) Ruth Ann Rosenberg Adult Day Health Center and Alzheimer's Day Care Center staff and volunteers. The 35 staff members, along with 15 volunteers, provided transportation, food, companionship and fun for 105 clients of the two day care centers who rarely have the opportunity to spend time outdoors. "The Center is fulfilling a big need in the community to keep people as independent as possible," says Ann Blick Hamer, director. "It helps to improve our clients' mobility and avoid premature or unnecessary hospitalizations. Our clients come to the centers and just blossom." The Mount Zion IOA is part of the UCSF/Mount Zion Center on Aging.

Inside UCSF

October is Breast Cancer Awareness Month

A mammogram may save your life

UCSF mammography locations	Screening mammograms per year
Mobile mammography van	8,000
SFGH	4,700
Parnassus (includes Lakeshore Plaza figures)	2,600
UCSF/Mount Zion	1,300
	16,600

Sources: Gail Hodgins, Hideyo Minagi & Robert Tracy

Today/Tomorrow

23 Saturday

RAPE PREVENTION EDUCATION PROGRAM: *The Importance of Lighting Candles: Alleviating the Impact of Rape.* Cynthia Carosella, author & rape survivor, discusses self-discovery and how to overcome the negative effects of rape. C 254. 1-5 p.m. Call 476-5222.*

25 Monday

HOSPITALS AUXILIARY ART SHOW & SALE

Linocut prints and water botanicals by Margo Bors on display and for sale Mon., Sept. 25, through Mon., Oct. 23. Proceeds benefit patient amenities. Call 476-4906 for location, time & other details.*

26 Tuesday

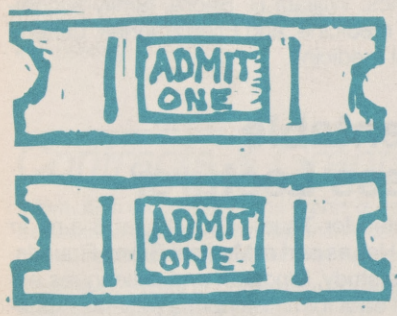
UCSF/MOUNT ZION COMMUNITY MEETING

Regular community meeting to discuss any issues of concern, including construction plans, related to the UCSF/Mount Zion campus. Exec. Board Rm., 2nd fl., MZ. 7 p.m. Call 476-3206.*

27 Wednesday

BROWN BAG LECTURE SERIES: *The Future Isn't What It Used to Be.* Lee Goldman, Med., discusses how changes in the health care delivery system will affect academic health centers. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

FIRST BRAVO CLUB MEETING



Come find out about the Bravo Club, open to all UCSF students and employees. Activities include ushering, receptions, backstage help and announcing events in classes and meetings. Volunteers receive a T-shirt, a Cole Hall Cinema quarterly pass and a chance to win a $100 Bass Tickets gift certificate. Sponsored by Millberry Arts & Performances. MU 244E. 5:30 p.m. Call 476-6761.

28 Thursday

TAY-SACHS SCREENING: Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. Suite 810, 350 Parnassus. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

THE NEXT DEADLINE

Tues., Sept. 26, 1995 is the deadline for items to be listed in the next calendar, which covers **Oct. 7-20, 1995** (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, e-mail it to michele_firpo@quickmail.ucsf.edu, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit articles for Newsbreak, e-mail information to Allen Balderson at allen_balderson@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3163. To submit articles for Medsounds or page 6, e-mail them to Lisa Cisneros at lisa_cisneros@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3256.

*Open to the public.

UNHOLY REVERENCE OR HOLY IRREVERENCE?

Unholy Reverence or Holy Irreverence? A Talk for the Jewish New Year with Linda Hirschorn. This singer, songwriter and musician explores creativity as a way of sustaining and reinforcing community life. Sponsored by Women's Resource Cntr. HSW 302. Noon-1 p.m. Call 476-5222.*

29 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *How to Make a Good Case for Yourself.* Mimi Shevitz explains communication skills and what to do when they go out the window. N 721. Noon. Call 330-5353.*

30 Saturday

GURLEY DAY CELEBRATION

The UCSF School of Dentistry and its alumni honor John E. Gurley, a devoted teacher of 48 years, with several talks and other events. CE credits available. Millberry Conf. Cntr. Call 476-9158 for details.*

A NEW SELF-DISCIPLINE

Self-Discipline Re-visioned. Janna Wissler, private counselor, examines the misconceptions underlying inner conflict and procrastination and helps participants explore more effective choices. Sponsored by Women's Resource Cntr. $50. C 130. 10 a.m.-5 p.m. Call 921-2312 to pre-register.*

RAPE PREVENTION EDUCATION PROGRAM WORKSHOP: *Self-Defense for Women.* Nina Haft, self-defense teacher & Kung Fu black belt, focuses on street-wise personal safety, defense and escape methods. $65. Millberry Fitness Cntr. 10:30 a.m.-5:30 p.m. Call 476-5222.*

2 Monday

MILLBERRY REGISTRATION BEGINS

Sign up for music appreciation, hip hop dance, family tai kwon do, yoga and much more. Registration for aerobics classes is ongoing. Millberry Fitness Cntr. Call 476-1115.*

- Mon., Oct. 2: Millberry members & UCSF students. 6 a.m.-7 p.m.
- Tues., Oct. 3: UCSF employees & general public. 6 a.m.-9 p.m.

3 Tuesday

NEW EMPLOYEE BENEFITS ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

APASA GENERAL MEETING

UCSF Asian Pacific American Systemwide Alliance (APASA) holds a general meeting for all members and interested individuals at UC. K 302. Noon. Call 476-4574.

4 Wednesday

BROWN BAG LECTURE SERIES: *Proposition 187: Even Oral Health Care is at Risk.* Nelson Artiga, Family Dental Cntr., explains the challenges dentists face meeting the needs of immigrants and underserved communties. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

5 Thursday

BEHIND CLOSED DOORS

Domestic Violence: A Look through the Closed Door. A panel of experts help health professionals learn to recognize abuse, deal with legal and law enforcement issues and how to intervene effectively. Sponsored by Nursing Education and Applied Risk Management. Laurel Heights Aud. 8:30 a.m.-4:45 p.m. Call 476-2252 for details. (Follow-up class on child and elder abuse offered Mon., Oct. 23., at LPPI Aud., 8:30 a.m.-4:45 p.m.)*

NATIONAL DEPRESSION SCREENING DAY

LPPI hosts a lecture by psychiatrist Seth Wigdor and free screenings for depression. LPPI Aud. 10-11 a.m. & 2-3 p.m. Call 476-7394.*

RAPE PREVENTION EDUCATION PROGRAM PRESENTATION: *Violence Against Women & Children Around the Globe: Report Back from Beijing.* Leni Marin, Battered Immigrant Women's Rights Project, and Krishanti Dharmaraj, Amnesty International, focus on domestic violence and sexual assault as a form of torture, as discussed at the United Nations 4th World Conference on Women/Non-Governmental Organization Forum. N 217. Noon-1 p.m. Call 476-5222. (See story on page 3.)*

MILLER MEMORIAL LECTURE & SERVICE

New Insights into Metabolic & Morphologic Aspects of Prostate Cancer. Hedvig Hricak, Rad., Uro. & Rad. Onc., presents the First Annual Earl Miller Memorial Lecture. Followed by memorial service for professor emeritus Miller. Sponsored by Dept. of Radiology. N 225. 5:15 p.m.*

KNEE CARE WORKSHOP: Learn to reduce risk of injury through strengthening and stretching at this workshop taught by a UCSF physical therapist. Free to members of Health Net's UCSF and San Francisco Medical Groups/$15 Millberry members & UCSF students/$18 UCSF employees/$20 general public. 5:30-7:30 p.m. Call 476-0373 for location & details.*

LIGHTEN UP WEIGHT MANAGEMENT CLASS: UCSF nutritionists and exercise experts help you develop healthy lifestyle habits for a sensible approach to weight management. Thursdays through Dec. 21. Sponsored by UCSF & SF Medical Groups and Health Net. $90 members/$125 Millberry members & UCSF students/$150 UCSF employees/$180 general public. 6-8 p.m. Call 476-1115.*

6 Friday

PLAZA PULSE CONCERT: *Rick Hatfield, Blues Harmonica.* Jump blues and rockabilly artist performs as part of the Plaza Pulse concert series sponsored by Millberry Arts & Performances. Plaza Grill. Noon. Call 476-2542.*

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Metabolism, Food and Your "Energy Level."* Andrew Morris explains the link between what you eat, how you feel and your weight. N 721. Noon. Call 330-5353.*

RAVI SHANKAR'S WORLD MUSIC

(See Upcoming Events on page 5.)*

GAY & LESBIAN HISTORY MONTH EVENTS

UCSF celebrates Gay & Lesbian History Month with the following events throughout the month of October. Events sponsored by Gay Lesbian Bisexual Assn. at UCSF, the Lesbian Gay Bisexual Student Assn. at UCSF and those listed below. Call 282-9650 for details.*

- Sat., Oct. 7: *A Litany for Survival: The Life & Work of Audre Lorde.* Film about the award-winning, African-American, lesbian poet, mother, cultural theorist & activist. Co-sponsored by Millberry Arts & Performances, Women's Resource Cntr., Chancellor's Endowment Fund and ASUC. Advance tickets: $2 UCSF students/$4 students/$7 UCSF staff & faculty/$9 general public. $1 more at door. Cole Hall. 7 p.m. Call 282-9650 for tickets.
- Tues., Oct. 10: *"The Times of Harvey Milk."* Award-winning documentary about the life and death of the first openly gay man elected to public office in California. N 225. 6 p.m. Followed by discussion.
- Wed., Oct. 11: *National Coming Out Day.* Gay and lesbian people are encouraged to educate America by letting others know who they are. UCSF personnel are asked to wear a rainbow symbol, pink triangle or other gay/lesbian symbol as a sign of solidarity.
- Thurs., Oct. 12: *National Day of Protest Against the Undoing of Affirmative Action Programs.* (See Affirmative Action article on page 1.)
- Sat., Oct. 14: *Potluck & Hot Tub Party.* Faculty, residents, staff, alumni and friends are invited. Bring what you like for the potluck and your towel for hottubbing. 598 Belvedere St. (corner of 17th).
- Tues., Oct. 17: *AIDS Services Then & Now: Where Have We Been? Where Are We Going?* Marcia Quackenbush, AIDS Health Project. Brown Bag Lecture sponsored by Public Service Programs. Herbst Hall, UCSF/Mount Zion. Noon-1 p.m. Call 476-4394.

  "Paris Is Burning." Award-winning film about the originators of "voguing" tells a story of streetwise urban survival, gay self-affirmation and fierce personal pride. N 225. 6 p.m.
- Thurs., Oct. 19: *Gay Rights, Everyone's Rights.* Paul F. Wotman, attorney, facilitates a discussion about the current state of lesbian and gay rights and how these issues affect everyone's rights on the job, at home and with their partners. A Brown Bag Lecture sponsored by Public Service Programs. Rm. 125, MCB. Noon-1 p.m. Call 476-4394.

  Lesbian Rights as Human Rights: Report Back from Beijing. Shannon Minter, National Cntr. for Lesbian Rights, and Lucinda Ramberg, Rape Prevention Education Program. Co-sponsored by Rape Prevention Educ. Prog. & Women's Resource Cntr. N 217. Noon-1 p.m. Call 476-5222. (See story on page 3.)
- Tues., Oct. 24: *"Forbidden Love."* Documentary about Canadian lesbians and how lesbian pulp fiction novels of the '50s and '60s touched their lives. N 225. 6 p.m. Followed by discussion.
- Fri., Oct. 27: *Halloween Costume Dance Party.* To wrap up the month's celebration come enjoy music and dancing and maybe win a prize! $2 students/$3 UCSF staff & faculty/$4 general public. Two free drinks with admission. Millberry Conf. Cntr. 7 p.m.-midnight.

DEVELOPMENT & TRAINING

For further information call 476-4032.

Pre-Supervisory Training. Wed. & Fri., Oct. 4, 6, 11, 13. 9 a.m.-noon. $100.

Post-Award Management of Extramural Funds. Wed., Oct. 18 & 25. 8:30 a.m.-12:30 p.m. $60.

Vendor Payments. Wed., Oct. 18. 1-4:30 p.m. $40.

Critical Thinking Skills. Thurs., Oct. 19, 26, Nov. 2, 9, 16 & 19. 8:30 a.m.-noon, except Oct. 19: 8:30 a.m.-4:30 p.m. $200.

Skill Clinic for Trainers. Fri., Oct. 20 & 27. 8:30 a.m.-4 p.m. $90.

Travel Expense Processing. Wed., Oct. 25. 1-4 p.m. $40.

General Ledger & Accounting. Tues., Oct. 31. 9 a.m.-4:30 p.m. $50.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Gastroenterology: Advances in Diagnosis and Management. ANA Hotel, SF. Sept. 29-Oct. 1.

Tenth Annual Primary Care Medicine: Principles & Practice. Ritz-Carlton, SF. Oct. 11-13.

Occupational & Environmental Medicine V. Miyako Hotel, SF. Oct. 23-27.

Update in Electrocardiography & Arrhythmias. ANA Hotel, SF. Oct. 28.

Forty-first Annual Group Therapy Symposium: Focus on the Power of Group. Mark Hopkins Hotel, SF. Nov. 3-5.

Eighteenth Annual Infectious Diseases in Clinical Care. Vail, CO. Jan. 28-Feb. 2, 1996.

Annual Review in Family Medicine: Controversies & Challenges in Primary Care. Hotel Nikko, SF. Mar. 20-22, 1996.

Sept. 23-Oct. 6, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAYS

DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS: Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

HEALTH PROFESSIONALS IN RECOVERY: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous meeting with 12-step emphasis. Meets monthly.11:30 a.m.-12:30 p.m. Call 476-2004.

UCSF STAFF COUNCIL MEETING: Second Monday of the month. Noon-2 p.m. Call 476-5756.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

T'AI CHI CLASSES: Mondays and Wednesdays. UCSF/Mount Zion Cancer Cntr. Garden, 2356 Sutter. Noon.

COLORECTAL CANCER SUPPORT GROUP: Second and fourth Mondays of the month. Reservations must be made at 929-7114. No drop-ins allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAYS

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: First Tuesday of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at MCB. Noon. Call 476-6761.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tuesday of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Second Tuesday of the month. C 254. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tuesday of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAYS

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Second Wednesday of the month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Second Wednesday of each month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional relationships. LPPI A119. 8-9:30 p.m. Call 432-3529.*

THURSDAYS

AWAKE MEETING: AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thursday of each month. Bring CPAP equipment for check-up. Call 885-7886.*

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-8410.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl., near Divisadero. 1-2 p.m. Call 885-7623.*

PARNASSUS PLAYERS: UCSF's theater group meets regularly. Production of Neil Simon's "The Good Doctor" in progress. Call 476-6761 or 476-9012 (day) or 821-5701 (evening).*

ASSOCIATION OF CLINICAL RESEARCH NURSES MEETING: Meets every other month, alternating between UCSF & Stanford. 5:45-7:30 p.m. Call 476-0683. Next meeting: Sept. 21.*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister.*

FRIDAYS

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Second & third Fridays. Noon-1 p.m. C 254. Call 476-0589.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: First Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

VOLUNTEER ORIENTATIONS

Programs to acquaint prospective volunteers at the Medical Center are offered regularly by Volunteer Services. For information regarding volunteer orientations at UCSF/Parnassus, please call 476-1196. For orientations at UCSF/Mount Zion, call 885-7353.

LIBRARY CLASSES

The UCSF Library offers the following free classes held in S 165A (EC) or 222 Library (LC). Call 476-2337 for details.

- Tues., Sept. 26: *Introduction to the Internet.* (LC). 6-7 p.m.
- Thurs., Sept. 28: *MELVYL® Databases.* (EC) 10 a.m.-noon.
- Tues., Oct. 3: *Medline Plus I: Basics.* (LC). 10 a.m.-noon.
- Tues., Oct. 3: *GALEN II & the World Wide Web.* (EC). 5:30-7 p.m.

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

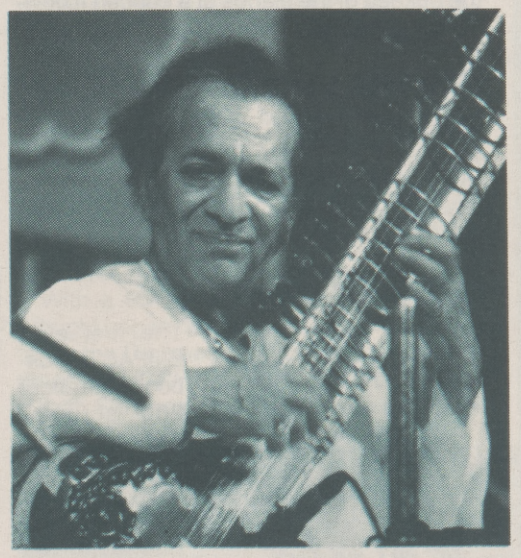
Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Thurs., Oct. 5: UCSF/Daly City, 333 Gellert Blvd.
- Fri., Oct. 6: UCSF/Parnassus at Medical Center Way.
- Fri., Oct. 27: UCSF/Parnassus at Medical Center Way.

Upcoming Events

World music concert



Ravi Shankar, legendary sitar virtuoso and composer dubbed by the Beatles' George Harrison as "the Godfather of World Music," will give a special performance Friday, Oct. 6, at 8 p.m. to benefit UCSF's Foundation for Cardiac Research.

A Grammy award winner, Shankar is well-known for his pioneering work in bringing Indian music to the West. Tickets prices are $19.50, $30 and $150 plus a $2 handling fee. Make checks payable to the Foundation for Cardiac Research and mail with self-addressed stamped envelope to Criswell Associates, 930 Montgomery St., Suite 500, San Francisco, Calif. 94133. Attn: Laura Steadman. Tickets also are available by phone at (510) 762-BASS.

Consequences of HIV

The UCSF Center for AIDS Research, the UCSF AIDS Clinical Research Center and the Gladstone Institute of Virology & Immunology will host a colloquium entitled, "Virologic & Immunologic Consequences of HIV Infection: Setting the Research Agenda" on Thursday and Friday, Oct. 12-13, from 8 a.m. to 5 p.m. both days at the Laurel Heights Auditorium.

The two-day program will be devoted to lab-based investigations, as well as applied or clinical research, and will emphasize the potential for collaborative work. This is an opportunity to learn about cutting-edge research efforts and to establish ties for collaboration with investigators from several UC campuses and the University of Washington.

Seating is limited. Those interested in attending should respond by Monday, Oct. 2, to Suzi Hedberg at Box 0422 or e-mail stom%suzi@ccmail.ucsf.edu. For more information, call Jim Kahn at 476-4082, ext. 84104.

Workout in the park

UCSF will offer information booths, health screenings and talks on the latest health trends at a fitness expo sponsored by Self Magazine on Saturday, Oct. 14, from 10 a.m. to 3 p.m. at Fort Mason. The event will benefit UCSF's Medical Center. UCSF physicians will talk about sports injuries, breast cancer and osteoporosis, among other topics. Tickets are $10 in advance and $15 at the door. Register by phone by calling (800) 211 SELF.

The celebration will culminate in the "World's Greatest Workout " at 2 p.m. For more information, call Public Service Programs at 476-4394.

On longevity, aging

The UCSF/Mount Zion Center on Aging hosts the Benjamin Lieberman Memorial Lecture entitled, "Longevity: Do We Have a Biological Clock?" on Monday, Oct. 16, from 5 to 7 p.m. at the Millberry Conference Center. Leonard Hayflick, professor of anatomy, is the lecturer. A reception will follow. For more information or to RSVP, call 750-5342.

On sexual harassment

The UCSF Women's Resource Center hosts the free lecture, "Can We Work Together? Recognizing and Resolving Sexual Harassment" on Tuesday, Oct. 17, from noon to 1 p.m. in N 225. Guest speaker is Trisha Binkman, who trains on the subject and often serves as an expert witness in court. For more information, call 476-5222.

Women & HIV forum

UCSF's School of Medicine co-sponsors the Fourth Annual "Women & HIV Conference" to be held Thursday and Friday, Oct. 19 and 20, at the Palace of Fine Arts Theatre. Keynote speaker will be Joycelyn Elders, the former US Surgeon General, who will address the latest issues concerning women and HIV, with a focus on adolescents.

Conference topics include: epidemiology and characteristics of HIV infection, primary care and gynecological treatment issues, perinatal concerns, etc. To receive a registration form, call the San Francisco STD/HIV Prevention Training Center at 554-9630.

"Race for the Cure"

The UCSF/Mount Zion Cancer Center co-sponsors the "Race for the Cure," a 5K run and one-mile walk to raise money for breast cancer research, education and screening. As part of National Breast Cancer Month, the event is slated for Sunday, Oct. 22, at Sharon Meadow in Golden Gate Park. Registration starts at 7 a.m. and the race starts at 8:30 a.m. To register by phone or for more information, call 284-9493.

"Week of Caring"

The annual "Week of Caring" campaign is slated for Monday, Oct. 23, through Saturday, Nov. 4.

Last year, over 300 UCSF employees participated in the community service program, and this year there will be more projects than ever to get involved in. Activities include helping children dress for Halloween, photographing panels of the AIDS quilt and gardening in Golden Gate Park.

Deadline for sign-ups is Friday, Oct. 6. For more information, call Katherine Riordan, event chair in Public Affairs, at 476-0729.

To help generate even more enthusiasm for the 1995 UCSF Employee Community Campaign, of which Week of Caring is part, Riordan is looking for people who will share their stories about a time they found help and support through a volunteer agency. Give her a call.

Affirmative action talk

Daniel H. Lowenstein, assistant professor of neurology and co-chair of the Chancellor's Steering Committee on Diversity, is one of the panelists at a forum on affirmative action slated for Wednesday, Oct. 25.

The forum, to be held at the Metropolitan Club, 640 Sutter St., will begin at 5:45 p.m. with hors d'oeuvres and no-host cocktails. The program starts at 6:30 p.m.

Other panelists include attorney Mark Strickman, incoming president of the Jewish Community Relations Council, and Tracy Salkowitz, executive director of the Northern Region of the American Jewish Congress and an adjunct professor of social work.

Sponsored by the Auxiliary at UCSF/Mount Zion and Mount Zion Health Systems, the forum costs $18 per person and benefits the Auxiliary. Call 885-7354 for more information or mail a check payable to the Auxiliary, UCSF/Mount Zion, P.O. Box 7921, San Francisco, Calif. 94120.

Tomkins talk, concert

The Department of Biochemistry and Biophysics hosts the 20th anniversary of the Gordon Tomkins Lecture and Concert on Friday, Nov. 10, from 3 to 5 p.m. in Cole Hall.

The Tomkins Lecturer this year is Linda Schele, a noted archeologist and linguist at the University of Texas, Austin, who is a leading decipherer of the Mayan hieroglyphic code. Her talk will be preceded by violinist Stuart Canin and pianist Paul Hersh who will perform Beethoven's "Kreutzer" Sonata for Violin and Piano. Hersh and Canin will be joined by viola player Leslie Tomkins and celloist Tanya Tomkins to perform the last movement of the Brahms Piano Quartet in G Minor.

The concert and lecture are open to the public and will be followed by a reception at the Faculty Alumni House from 5 to 7 p.m. Seating is limited in Cole Hall, but closed circuit television viewing will be available in HSW 300 and at Carr Auditorium at SFGH. For more information, call Kathleeen Raneses at 502-5141.

New federal policies for grant applicants

All principal investigators submitting applications for the Oct. 1 National Institutes of Health deadline or any other federal grant application thereafter must file financial disclosure statements declaring whether they have any significant financial interests related to the research or educational activity for which they seek funding.

In addition, all personnel listed in their applications who have responsibility for designing, conducting, or reporting of research must also file such disclosures.

Virtually identical disclosure requirements are also effective Oct. 1 for applicants seeking funding from the National Science Foundation.

Basically, the disclosure and review process for federal grants will be similar to that already in effect for accepting funds from private sources.

Examples of such financial interests include equity ownership in a company whose business is related to the research, compensation from such a company in excess of $10,000 or holding a position on that company's board of directors or scientific advisory committee.

General information on relations with industry and conflicts of interest, as well as specific information on existing University policies and procedures, is available on-line in the UCSF Investigator's Handbook at http://www.library.ucsf.edu/ih/. Scroll down the Table of Contents and click on "III. Relations with Industry."

Those who may want more specific details on the new federal policies are encouraged to consult the regulations themselves. They can be found in the NIH Guide, Vol. 24, No. 25, July 14, 1995; Federal Register, Vol. 60, No. 132, July 11, 1995; and at NIH on the Internet: gopher://gopher.nih.gov:70/11/res/nih-guide/guide-files/95.07.14.

The Office of the President is currently developing a policy that will incorporate both of these new federal regulations and the University's long-standing disclosure policy on private research support. It appears likely that disclosure of financial interests will be required for all federally and privately sponsored research.

Program for new and junior faculty

A faculty development program for new and junior faculty members is planned for Thursday, Oct. 12, from 3 to 5 p.m. in N 729.

Those who wish to attend should notify Academic Affairs at 476-1881 no later than Monday, Oct. 9.

The Office of the Vice Chancellor, Academic Affairs is organizing the program intended to acquaint new and junior faculty with aspects of UCSF. Advanced graduate students, postdoctoral fellows and other interested academic appointees also are invited to attend.

Keith R. Wilson, director of faculty relations, is the moderator of the five-part program that begins with Chancellor Joseph B. Martin talking about "UCSF in the 1990s: Challenges and Opportunities." Other speakers include Svein Øie, vice chair of the Academic Senate, who will talk about its roles and responsibilities and Linda Mitteness, chair of the Senate Committee on Research, who will explain who may apply for research funds. Dorothy Bainton, vice chancellor of academic affairs, will talk about the "Faculty Review Process: Promotion and Tenure." The program will end with a question and answer period.

Moffitt Cafe posts new hours

The Moffitt Cafe & Grill has new hours of operation. The cafe, located on the second floor of Moffitt Hospital, is open from 6:30 a.m. to 11 p.m. daily. Breakfast is served from 6:30 to 10:30 a.m.; lunch from 11 a.m. to 2 p.m. and dinner from 3:45 to 7:30 p.m. Night meal service is from 7:30 to 11 p.m. Grill hours are from 6:30 a.m. to 11 p.m. weekdays and from 11:45 a.m. to 6:30 p.m. weekends.

Fun Zone

Art exhibit, reception

Arts & Performances presents the 7th Annual Faculty and Staff Art Show on Thursday and Friday, Oct. 12 and 13, in the Millberry Union Conference Center. Exhibits include three-dimensional pieces, stained glass, photography, paintings and drawings. An opening reception with the artists is slated for Oct. 12, from 4 to 6 p.m., at which time UCSF pianists will entertain. Donations will be accepted for the upkeep of the pianos at a concert following the reception.

Gospel concert Oct. 25

The UCSF community is invited to the annual fall concert featuring the Gospel Choir at UCSF, a guest band and soloist on Wednesday, Oct. 25, at 6 p.m. The concert will take place at Cole Hall. Admission is $5.

Get your cookbook

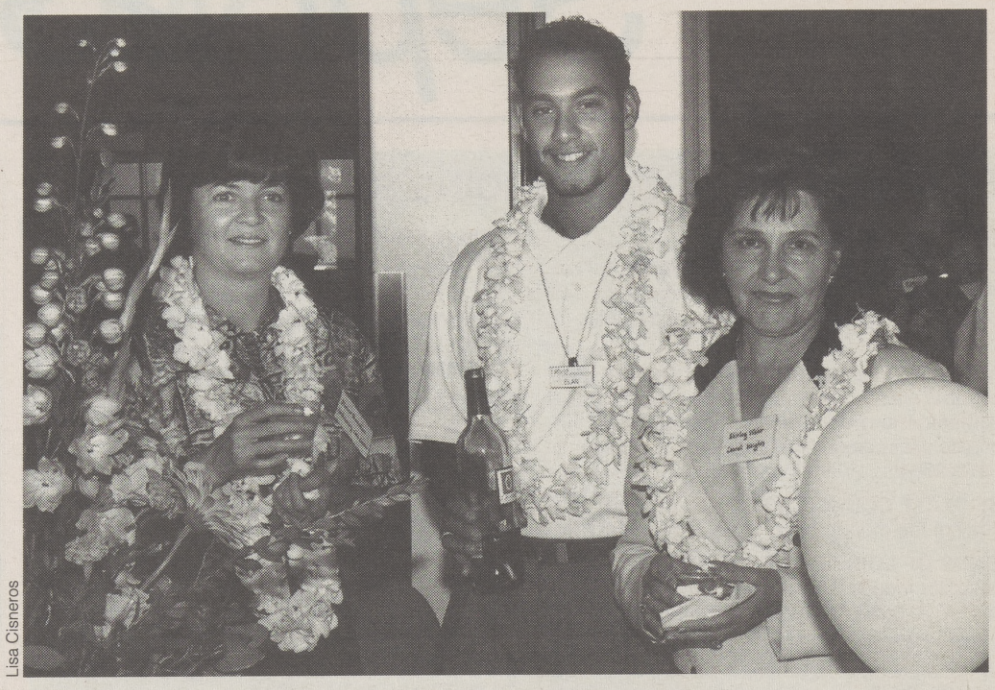
The first ever EMPACT! cookbook, with about 200 scrumptious recipes is now on sale at the Millberry Bookstore. Cost is $8 each or two for $15. Proceeds benefit the employee activities program.

Halloween happenings

Get your pumpkin carving tools and costumes together for the 10th annual Halloween Carnival on Parnassus. That event gets under way at noon in Saunders Court on Tuesday, Oct. 31. Halloween parties also will be happening at MCB, Laurel Heights, SFGH, Executive Park, Oyster Point and Mount Zion. Events feature pumpkin-carving and costume contests, great prizes and tricks and treats. Watch for information at your worksite. To get involved with these events, call EMPACT! at 476-2675.

Sharron Evans display

The UCSF Faculty/Alumni House features etchings, iris prints and other works by Sharron Evans through Thursday, Nov. 30. The house is located at 745 Parnassus Ave.



Lisa Cisneros

EMPACT! wines and dines its volunteers

EMPACT! thanked its volunteers at a party Aug. 29 featuring tasty hors d'oeuvres such as stuffed tofu and soft shell crab rolls catered by Orocco, a new supper club in the City. Here Elan Masliyah, volunteer coordinator, pours wine for regular volunteers, Elaine Shanahan, administrative assistant in Otolaryngology, left, and Shirley Weber, facility manager at Laurel Heights.

Poets on Parnassus

Poets on Parnassus presents a "Night of Jazz and Poetry" hosted by David Watts, associate clinical professor of medicine. The event to be held in the Courtyard Cafe, off Saunders Court, is slated for Friday, Oct. 27 at 7 p.m.

Players' fall production

Show times for the next Parnassus Players' fall production of Neil Simon's "The Good Doctor" are at 8 p.m. Nov. 3, 4, 5, 9, 10, 11, 16 and 17. Performances are at Toland Hall. Admission is $5.

Apply for research abroad programs

The Department of Education conducts the Fullbright-Hayes Doctoral Dissertation Research Abroad Program to provide opportunities for graduate students and faculty members of higher education.

Research projects for graduate students and faculty members must focus on one or more of the following areas: Africa, East Asia, Southeast Asia and the Pacific, South Asia, the Near East, East Central Europe and Eurasia, Central America, South America and the Caribbean. Proposed projects focused on Western Europe will not be funded.

The deadline to apply for research grants is Monday, Oct. 16.

Project period is six to 12 months for students and three to 12 months for faculty members.

Applications may be obtained in the Graduate Division, MU 200W at 476-2310; at Student Financial Services, MU 201W; or at International Academic Programs, 145 Irving St., Suite 103, at 502-2962.

Faculty wives donate $18,500

Marilyn Lucia, 1994-95 president of the UCSF Faculty Wives and Associates, recently announced that fundraising efforts this past fiscal year netted $18,500 for the organization's loan and scholarship programs for UCSF students.

Since 1970, Faculty Wives and Associates has provided 302 student loans. Scholarships have been awarded to 11 students since that program began in 1991.

Lucia welcomed Besty Bickle as the new president for 1995-96. A member since 1990, Bickle says this year she hopes the organization will significantly increase loan and scholarship funds. She plans to initiate a membership drive that will target the underrepresented schools of nursing and pharmacy.

Volunteer sought

A volunteer is needed to help with special projects for Artworks, a community program, offered by the Mount Zion Institute on Aging for the visual and performing arts. The volunteer would be helping a talented, disabled artist by working three to 10 hours a week typing journal entries from an audio transcriber. Word processing and transcribing skills with WP51, IBM PC is necessary. For more information, call 750-4187.

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of Aug. 31, 1995). The annualized yield reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0054	6.35%	6.45%
Money Mkt	.0051	6.02%	6.11%
ICCF	.0066	7.73%	7.91%

	Unit Values	12-month Change	3-year Avg. Annualized Yield
Bond	$70.83	18.6%	9.3%
Equity	$128.36	21.7%	14.8%
Multi-Asset	$16.90	13.5%	9.6%

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

Crime Alert

Suspect beats woman at her ACC office

UCSF police continue to investigate a Sept. 13 assault of a female employee who was attacked at about 8:15 p.m. in her office on the plaza level of the ACC.

The victim had just returned to her locked office when the suspect grabbed her and began hitting her head, face and shoulders with a metal pipe. The suspect tore at her clothes, but was startled and fled the scene.

The employee was treated and released from the Emergency Department. UCSF police, with assistance from the SFPD, searched the building and surrounding neighborhood, but the suspect remains at large.

The suspect is described as a white male adult in his twenties. He had short hair and was wearing a black nylon windbreaker, black nylon jogging pants and black shoes. Police do not know how the suspect entered the office.

If you have any information regarding this incident, call the UCSF police at 476-1414. To report an emergency, call 476-6911.

Affirmative action *(from page 1)*

and contracting.

But unlike that highly publicized and politicized meeting which drew hundreds, Thursday's session drew a small crowd of students and other more raucous outsiders who seemed divided on what tactics to take. Some called for the Board to rescind its decision, others urged for expanding outreach efforts, while others urged the ousting of the Regents.

Students and some faculty and staff groups are organizing a protest on Thursday, Oct. 12, to support affirmative action. The protest will be from 11 a.m. to 2 p.m. at Parnassus Heights. Faculty from different schools, including Daniel Lowenstein, co-chair of the Chancellor's Steering Committee on Diversity, will speak.

Lowenstein also is expected to discuss affmirmative action at a forum sponsored by the Auxiliary at UCSF/Mount Zion. That fundraising event will be held at The Metropolitan Club on Wednesday, Oct. 25, at 6:30 p.m.

So far, organized opposition to affirmative action has not surfaced at UCSF since the Regents voted to kill it.

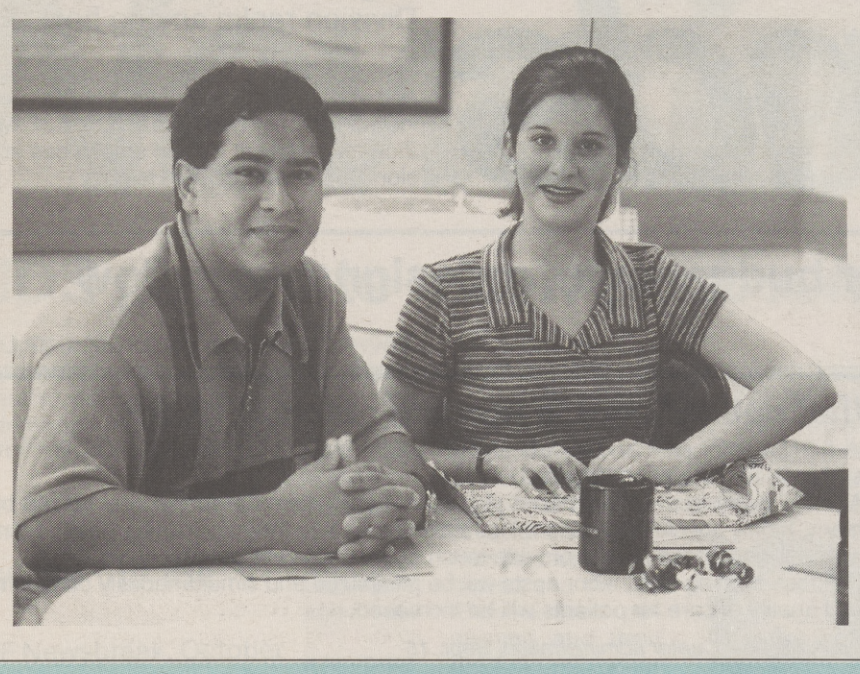
In his e-mail address sent last week, outgoing UC President Jack Peltason pointed to the Berkeley Pledge, a UC Berkeley program that couples innovative student outreach measures with financial aid, as an example of what is to come as the University looks to include students, faculty and staff from every walk of life.

A UC task force, to be appointed by the chairman of the board with consultation of incoming president Richard Atkinson, will recommend other new directions in student outreach and ways to fund those efforts, Peltason said. That task force is expected to report its recommendations within six months of its appointment.

Laurel Heights Final EIR approved

On Sept. 16, the UC Regents approved the final Environmental Impact Report (EIR) for Laurel Heights. Under the approved new plan, Laurel Heights will consist of 93 percent administrative office space and 7 percent laboratory space.

Medsounds Continued



Lisa Cisneros

Volunteers follow parents' career path

Medical Center student volunteers Alexandra Aminoff, daughter of UCSF urologist Michael Aminoff, and Robert Sampera, son of Ana Sampera, a utilization review manager at SFGH, share a moment at a recent appreciation party hosted by Volunteer Services. Aminoff and Sampera, both students at San Francisco's Saint Ignatius College Preparatory School, plan to follow their parents' career paths into health care fields. Aminoff wants to become a pediatrician and Sampera aspires to be an orthopedic surgeon. Both were among the 270 volunteers who contributed nearly 9,000 hours of support to the Medical Center on Parnassus. Voluntneer Services also threw a party to thank Mount Zion's 79 volunteers for working 3,600 hours over the summer.

JCAHO *(from page 8)*

policies and procedures. For example, a recent study by the Medical Record Committee found that 30 percent of 80 patient charts reviewed did not have a doctor's signature on orders originally given verbally. In the often fast-paced practice of medicine, verbal orders are unavoidable, but UCSF bylaws call for physicians to sign the orders within 24 hours and JCAHO standards allow for no more than a 24 percent non-compliance rate. Feedback from other hospitals that have been recently reviewed by JCAHO highlights this as an area being scrutinized by surveyors.

Jolene Carnagey, a clinial nurse who coordinates quality assessment and improvement, is leading the education effort to make sure staff can comply with patient-focused standards. Carnagey recently conducted the first round of mock surveys on all inpatient units and will do so again beginning the week of Monday, Oct. 2.

The most consistent areas of deficiency found in the mock survey was lack of employee awareness about quality improvement activities either department specific or hospitalwide.

Mary Jane Allison, assistant director in clinical resource management, explains that employees and physicians alike should have some idea of what has been done or is being done in their areas to improve performance. "The JCAHO won't expect anyone to have a detailed understanding of all the improvement processes of the Medical Center, but will expect everyone to have a general idea of the improvements in their own areas, and at least know someone who has been involved with it. What the JCAHO is looking for is evidence that our performance improvement efforts are an integrated and important part of the way we do business as an institution."

Patient Relations surveyed inpatients to gauge their satisfaction for services. Results are due back in a month. The department also is looking at other hospitals to see how they survey employees for their opinions. Look for more news about the surveys in Medsounds.

Guatemala *(from page 8)*

de la Familia, Schwartz and Knapp say they are happy to help people who show deep appreciation for the simple things in life. From the first moment they arrive at the hospital they are engulfed in this spiritually rich culture as they are welcomed with hugs and entertained by children dancing to live music while firecrackers pop and confetti drops around them.

Knapp, who has ventured to Nuevo Progreso five times, says, while Guatemalan doctors treat patients for malnutrition, infectious diseases, pregnancy and births, most do not have the tools or the training to perform routine operations. "If we didn't offer our services, most of the patients, now numbering in the thousands, would continue in their difficult existence — blind, disfigured and disabled — unable to lead productive normal lives."

Indeed, patients come from faraway villages and other countries including Honduras, El Salvador and Mexico seeking treatment for a myriad of ailments, including cataracts, cleft lips, burn scars and even cancer. Just making the journey to Nuevo Progreso can be a hardship for some of them as they travel days on foot to keep their appointments.

During Schwartz's last trip the team of doctors, dentists and nurses accommodated as many patients as they could — about 300 in all — working 12-hour shifts 10 days straight. Operating mostly to remove cataracts, a clouding of the eye's lens, Schwartz injects local anesthetic into the eye and uses a microscope to introduce the artificial lens and remove the cataract. The entire surgery takes about a half hour. "It's very fast, but it's also a lot of fun," he says.

Outcomes are good, though not as consistently positive as eye surgeries performed in the US because often visiting doctors see more severe cases. "Some cataracts are so dense that patients can't see their hand in front of their face or tell dark from light," Schwartz says.

"Blindness in a third-world country is different than in the US," Schwartz explains. "There is no low-vision service or Lighthouse for the Blind. In many cases, the blind have a shorter life expectancy because they can't take care of themselves and they are a burden to the family." As it is now, family members provide follow-up care as patients rarely return for check-ups.

Built in 1976, the Hospital de la Familia was designed by former San Francisco resident Jack Younger, who organized fund-raising efforts to finance its construction. A recreational pilot who enjoys exploring Mexico and Central America, Younger was inspired to help the natives after he saw the community growing under the guidance of an Italian priest. Over the years, the hospital has expanded to include various clinics. Equipment and supplies have been donated by visiting medical professionals and operating expenses have been paid with contributions from the public.

While most patients are poor, they are too proud to accept charity. Everyone pays for their health care either with money, a bag of potatoes, a chicken or by assisting at the hospital.

Today, contributions are being accepted to finance a nutrition center. Tax deductible donations may be sent to the Hospital de la Familia Foundation, 221 Main St., Suite 920, San Francisco, Calif. 94105. For more information, call 777-5277.

Staff, interns receive nutrition honors

Three staff members from the Department of Nutrition and Dietetics and three interns, who completed their internships this summer, received awards recently for their outstanding work in the field.

Laura Meredith-Dennis received the Hisaye Mochizuki Award for her presentation on the nutritional status and needs of the elderly. This intern work led to the department's investigation of the monitoring of elderly patients with nutrition problems who move from inpatient to the home care setting.

Named the outstanding dietetic intern in the Bay Area, Mark Keiserman was awarded the Virginia McMasters Memorial Award by the Bay Area Dietetic Association. In addition to his work at UCSF, Keiserman is an active volunteer at SFGH's GI nutrition unit.

With a PhD in exercise physiology, Ann Albright began developing a policy for diabetes in the Diabetes Control Program coordinated by UCSF and the California Dept. of Health Services. She received an award for her contribution to the department for co-chairing a task force that revised inpatient and outpatient standards of practice for nutritional care of adults and children with diabetes.

Responsible for all recipe development and coordination in the department, former Stars restaurant cook Christine Leishman received an award for her contribution as a supervisor to the dietetic internship program.

A dietetic technician at UCSF for 21 years, Purita Pascual received an award for her contributions to dietetic intern teaching. She currently works on the oncology unit and LPPI. This past year, she received her credential from The American Dietetic Association.

Annette Stralovich received an award for her contributions to dietetic intern teaching as a registered dietitian. A graduate of UC Davis who completed her dietetic internship in Cleveland, Stralovich works as a nutrition specialist in adult critical care units.

Allen J. Balderson

Nutrition and Dietetics' award winners include, left to right, Purita Pascual, Mark Keiserman, Ann Albright and Laura Meredith-Dennis

UCSF sponsors health care talks

UCSF will sponsor two free public discussions in October about Medicare, managed care and how to choose a doctor.

During the talks, UCSF health experts will explain how patients may effectively use managed care to meet their medical needs and what to look for in a physician. Participants will have an opportunity to ask questions.

The first talk will be 2 to 4 p.m. on Wednesday, Oct. 11, in Herbst Hall, UCSF/Mount Zion Medical Center. The discussion will be facilitated by Robert J. Margolin, assistant clinical professor of medicine; Ron Houle, senior services representative for UCSF; and Michele O'Rourke, provider relations manager for the UCSF Integrated Practice Office.

The talk on Tuesday, Oct. 24, will be from 2 to 4 p.m. at UCSF Lakeside Senior Medical Center, 2501 Ocean Ave. Speakers include Houle, O'Rourke and Marie Johnson, medical director of Lakeside Senior Medical Center. For more information, call 885-7777.

Update *(from page 8)*

that patients must interact with during their hospital stay.

♦ Minimize duplication and streamline bureaucratic and administrative procedures.

♦ Enable patient care team members to plan and execute their work in ways that are more responsive to patient needs.

♦ Reduce operating expenses to maintain UCSF's ability to compete in a market that is becoming increasingly price-sensitive

Much remains to be done before employees can expect to feel the impact of this reorganization. Medical Center administrators, who are meeting with AFSCME leaders to discuss the details of the plan, will plot out a timeline for implementing the conversion process. The staffing levels and mix for each patient unit has yet to be determined.

Administrators also must develop an extensive training process to educate employees about the new model of care and to teach them the skills necessary to do the expanded duties. Jobs will be posted and hiring will begin.

"Jobs will be reduced in some areas while others will be created often at a higher level," explains Schroffel, adding that the Medical Center will do its best to retain and retrain as many of its existing employees as possible.

Janet Corroo, a clinical nurse III, who has worked at Mount Zion for four years and was a member of the work redesign team, says making the transition will not be easy, but it could ultimately lead to better service for patients. "It's going to be a lot of work, but we're all going to be in the same boat. With training, I think it can work provided we get the staff necessary."

Job redesign team

Jennifer Dickman, Nursing Administration
David Odato, Human Resources
Yolanda Collins, unit services coordinator
Janet Corroo, clinical nurse*
Rose David, senior food service worker
Cindy Lima, assistant director, Med.Ctr.
Ron Lipsy, assistant director, Med. Ctr.
Sharon McAleavy, AFSCME rep.
Kathy MacCaulay, clinical nurse
Don Padilla, senior custodian
Gail Reese, senior hospital assistant
Carol Shea, manager, Patient Escort
Eileen Villarina, unit services coordinator
Catherine Wittenberg, assistant director, Nursing
Fred Woodard, senior hospital assistant*

* Mount Zion representatives

Carol Shea, manager of patient escorts, embraces the new model, "In terms of productivity and efficiency, I think the team concept is an advantage over the way we work now."

Rose David, a senior food service worker in Nutrition and Dietetics, also understands the motives for change although she wonders if she will be part of the future. "My main concern is that my job will be abolished and I will need to be retrained. I'm waiting to hear what will happen next."

Volume 10, Number 15 September 23-October 6, 1995

UCSF Medsounds

Page 1 ... UCSF study finds children vulnerable to stress

Page 1 ... Campus rallies for affirmative action

Page 1 ... UCSF's Graduate Division ranks among best

Medsounds is a section of Newsbreak for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

Zuckerman/Fernandes & Partners Inc.

Ads feature these girls.

UCSF launches new ad campaign

The UCSF Medical Center launched a second round of advertising recently, designed to attract managed care patients to its various clinics and medical offices throughout San Francisco and Daly City.

Following the theme of last year's successful advertising campaign, which increased patient enrollments, UCSF again reminds the public that it is a full-service health care organization, providing both highly specialized treatments such as orthopedic surgery and neuroradiology, as well as routine procedures, including booster shots and check-ups.

The advertising effort is part of UCSF's marketing strategy to build its patient base to support its teaching, research and clinical care services and also raise awareness about its role in an increasingly competitive marketplace.

The advertising campaign began Sept. 8 with radio commercials and will continue through the fall with ads appearing in print media, on billboards and buses, and in bus shelters and BART stations. Direct mail pieces also will be delivered to households around the City. Billed as the "Best Neighborhood Hospital," UCSF actually promotes health care at various locations around San Francisco including Parnassus Heights, the Lakeshore Plaza and Daly City clinics and UCSF/Mount Zion as well as various other medical offices downtown and on Castro Street.

The campaign is timed to provide consumers with information they need when they will make decisions about their health care plan and provider during open enrollment. Created by the agency Zucherman/Fernandes & Partners Inc., the ads ask consumers to select the UCSF Medical Group as a provider when signing up with a health plan.

The UCSF Medical Group and the Medical Center spent about $750,000 in patient care revenues for the advertising campaign. No state appropriations are being used to finance the campaign.

Week of Caring

Medical Center employees are encouraged to participate in the annual "Week of Caring," which runs from Monday, Oct. 23, to Saturday, Nov. 4.

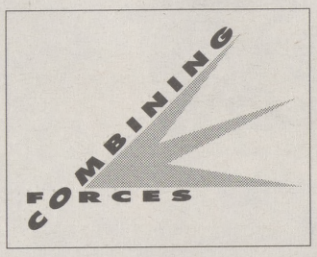
Kathy Balestreri, assistant to the Medical Center director, is chair of the event at the Medical Center. Two activities are planned for Medical Center employees: serving seniors at an Oct. 5 picnic in Stern Grove and ridding Golden Gate Park of non-native plants. Look for details in upcoming issues of Medsounds.

Medical Center braces for budget cuts, redesigns work flow

By LISA CISNEROS

Managers packed an auditorium Sept. 15 to hear the condition of the Medical Center's finances and operations. The prognosis is both promising and problematic.

Director Bill Kerr summarized what he could about the current $446 million spending plan — although the budget picture is clouded by the uncertainty of how deep cuts will be in Medicare and MediCal reimbursements. It's also unknown whether Blue Cross will accept UCSF's per diem bid for services rendered to beneficiaries who come to the Medical Center for health care. Also looming on the horizon, Blue Shield is requesting a similar per diem bid for all services.



To prepare for these potentially devastating financial blows, Kerr asked managers to look for ways to cut some $15 million from the operating budget. That would help compensate for the $9 million shortfall projected for 1995-96, a year when officials expect inpatient days will drop by nearly 6 percent. "This budget is going to be in a state of flux," Kerr said revealing the grim fiscal news. "This is the best information we have today."

Medsounds will have a complete story on the Medical Center's 1995-96 budget as soon as some of the major funding issues are resolved.

Meanwhile, the Medical Center continues to build upon its strength in the marketplace by building new relationships with other health care delivery sytems.

Its restructuring efforts are reaching a turning point in that plans for the three patient care teams proposed by its internal consultants are beginning to take shape. Over the summer, the Medical Center unveiled a new organizational structure for operations and patient care teams with the goal of tossing out the fragmented style of health care delivery in favor of a more cohesive, cost-efficient system.

Breaking through the neutral zone

As described in "Managing Transitions," a restructuring guide by William Bridges, the Medical Center is in that part of its overhaul known as the neutral zone — the gap between the old and the new system. "Neutral zone creativity is the key to turning transition from a time of breakdown to a time of breakthrough," Bridges writes.

For the past few weeks, a team, which included staff, management and an AFSCME representative, studied what jobs needed to be done so that work flow could be improved, a process which requires redefining roles. Four new positions — registered nurses, unit assistants, unit service coordinators and patient care technicians — were redefined as old and no longer appropriate habits will be discarded and new, more efficient patterns of thought and action are being developed. For example, patient care technicians, food service workers, and patient escorts will see their jobs combined and consolidated into one role.

According to Jane Hirsch, acting director of nursing, and Bruce Schroffel, director of operations, the redesign is intended to:

♦ Improve continuity of care for patients through a core team of providers.

♦ Improve communication between team members and physicians as they collaborate on behalf of patients.

♦ Minimize the movement of patients through the hospital and the number of individuals

(See **UPDATE** *on page 7)*

What patient care teams will mean at UCSF:

- ♦ A fundamental shift in the structure of health care operations to become more streamlined and patient-focused.
- ♦ A move away from a centralized system of health care delivery characterized by many, highly specialized patient interactions to a core interdisciplinary health team who will work together and provide much of the daily care patients need.
- ♦ By cross-training staff, labor costs will be minimized and simultaneously continuity and quality of care for patients will be increased.

Source: Medical Center administration, Sept. 15

Hospital de la Familia health workers with a group of Guatemalans after eye surgery.

An eye-opening experience

Operating in the jungles of Guatemala

By LISA CISNEROS

Imagine a place where doctors wear shorts to work, perform surgery listening to rock music and treat patients free from managed care pressures.

That's the health care scene described by two UCSF ophthalmologists who perform eye surgery in a primitive hospital in Nueva Progreso, a town some 170 miles west of Guatemala City. Ophthalmologists Lee Schwartz and James Knapp say practicing medicine in this environment is both refreshing and rewarding.

"For some of us the ability to practice pure medicine and surgery without the burden of onerous paperwork and bureaucratic nonsense that permeates so much of medicine at home is almost a hedonistic delight," says Knapp, a clinical professor of ophthalmology.

Other than having to wear bright blue shirts to help safeguard them from the occasional guerrilla warfare that erupts nearby, Schwartz jokes, "It's like Club Med in the jungle."

Schwartz, assistant clinical professor and chief of ophthalmology at UCSF/Mount Zion, has visited Nueva Progreso twice and will go back again in November.

Like other UCSF health care workers who volunteer their time and skills at the Hospital

(See **GUATEMALA** *on page 7)*

JCAHO's emphasis is patient care

Editor's Note: This is the second of a three-part series on what to expect this fall during the JCAHO/CALS survey. This story focuses on what's new with patient care standards. The third will describe revisions to non-patient-related standards.

By LISA CISNEROS

Leading physicians regularly rank the Medical Center as one of the nation's top 10 hospitals, but national and state surveyors can't take their word for it. They come to check the quality of care for themselves about every three years.

The next visit from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) and Consolidated Accreditation and Licensure Survey (CALS) surveyors is set for Monday to Thursday, Nov. 6 to 9. The review team will randomly check all inpatient and ambulatory care sites of the Medical Center on Parnassus, including LPPI, examining everything from current and closed medical records to medication use.

Eunice Little, director of Quality Services who is leading the effort to prepare staff for the review, says surveyors are placing more emphasis this year on the entire continuum of care, a process that may begin with a patient making an appointment and that continues with his or her exit and follow-up care. As surveyors will be visiting patient care units, it is imperative that everyone is prepared to answer questions about how they work as a team and how they abide by policies and procedures. Some sample questions may include:

♦ What is the Medical Center's mission statement?

♦ How do you address infection control issues here?

♦ What do you do to ensure patient respect and privacy of a patient?

One way to help prepare for this portion of the survey is to look at the Medical Center's manuals and documentation in patient care services. That's being accomplished in several ways: by being aware and responding to patient surveys, reviewing and responding to the recommendations made by surveyors after the last review and checking for compliance with department and Medical Center

(See **JCAHO** *on page 7)*

Photos: Allen J. Balderson /Design: Michele Firpo